



U.S. Department of Justice

National Drug Intelligence Center

NDIC VACANCY ANNOUNCEMENT

Opening Date: June 27, 2007

Closing Date: July 11, 2007

POSTING NUMBER: #268-ND-08

**LOCATION: Systems Development Unit
Technical Services Branch
Johnstown, Pennsylvania**

TITLE: Information Technology Specialist

WORKING HOURS: 8:30 a.m. – 5 p.m.

SERIES/GRADE: GS-2210-12/13

AREA OF CONSIDERATION: All Sources

NUMBER OF VACANCIES: 2

Johnstown, Pennsylvania, the “Friendly City,” is renowned for its small-town atmosphere and family-based values. With a consistently low crime rate, short commute, four distinct seasons, and excellent landscapes, Johnstown blends the best of urban and rural life. Money Magazine ranked Johnstown the number one most livable region in Pennsylvania and number four in the entire Northeast. Besides being an excellent place to raise a family and its low cost of living, Johnstown has something for everyone from the sports and wildlife enthusiasts to the technology buffs.

Although this announcement is advertised for multiple positions and grade levels, it is not intended to convey any implication or expectation that positions will be filled at all grade levels. You must specify on your application the grade level or levels for which you are applying.

Systems Development Unit (SDU) Mission:

- Support the identification, development, and improvements to the automated data processing environment at the National Drug Intelligence Center (NDIC).
- Support all technology improvements as it develops and engineers new systems and other automated solutions.
- Support change requests to existing system, and perform the planning function for the NDIC technology program.

CONDITIONS OF EMPLOYMENT--Please read this section carefully before applying.

This position requires a Top Secret security clearance. Applicants will be required to successfully complete a background security investigation, polygraph examination, and drug test. Revocation or failure to maintain a Top Secret security clearance would result in termination of employment.

This position is a drug-testing designated position subject to preemployment and random testing for illegal drug use.

This position may require considerable travel throughout the United States and some travel abroad. Candidates and their immediate families must be U.S. citizens.

Applicants must be within the guidelines of the NDIC Employment Drug Policy.

NDIC EMPLOYMENT DRUG POLICY

NDIC is firmly committed to a drug-free society and workplace. Therefore, the unlawful use of drugs by NDIC employees will not be tolerated. Furthermore, applicants for employment with NDIC who currently are using illegal drugs will be found unsuitable for employment. NDIC does not condone any prior unlawful drug use by applicants. The following policy sets forth the criteria for determining whether any prior drug use makes an applicant unsuitable for employment, balancing the needs of NDIC to maintain a drug-free workplace and the public integrity necessary to accomplish its law enforcement mission. Applicants who do not meet these criteria should not apply for employment with NDIC.

CRITERIA

Under NDIC's current Employment Drug Policy, an applicant will be found unsuitable for employment if they:

- A. Have used any illegal drug (including anabolic steroids after February 27, 1991), other than marijuana, within the past 10 years, or engaged in more than minimal experimentation in their lifetime. In making the determination about an applicant's suitability for NDIC employment, all relevant facts, including the frequency of use, will be evaluated.
- B. Have used marijuana/cannabis within the past 3 years, or have used marijuana/cannabis extensively or over a substantial period of time. In making the determination about an applicant's suitability for NDIC employment, all relevant facts, including the recency and frequency of use, will be evaluated.
- C. Have used any illegal drug while employed in any law enforcement or prosecutorial position or while employed in a position that carries with it a high level of responsibility or public trust.
- D. Have sold any illegal drug for profit at any time.
- E. Are discovered to have misrepresented their drug history in applying for employment.

To determine whether you meet NDIC's drug policy, please answer the following questions:

- 1) Have you used marijuana at all within the last 3 years?
- 2) Have you used any other illegal drug (including anabolic steroids after February 27, 1991) at all in the past 10 years?
- 3) Have you ever sold any illegal drug for profit?
- 4) Have you ever used an illegal drug (no matter how many times or how long ago) while in a law enforcement or prosecutorial position or in a position which carries with it a high level of responsibility or public trust?

If you answered "YES" to any of these questions, you should NOT apply for the position. They are immediate disqualifiers.

Duties and Responsibilities:

Incumbent of this position serves as an Information Technology (IT) Specialist (Information Security) in the Systems Development Unit of the NDIC. Position is responsible for obtaining and maintaining an acceptable security posture for NDIC networks and systems and the interpretation and development of IT security policy, guidelines, and procedures. Develops, implements, and coordinates activities designed to ensure, protect, and

restore IT systems, services, and capabilities. Evaluates, recommends for acquisition, implements, and disseminates IT security tools, procedures, and practices. Incumbent updates contingency and incident response plans to respond to new security requirements or changes in the IT architecture. Presents updated plans to the IT security manager for review and approval. Incumbent interprets policy and procedures covering management, operational, and technical security controls and plans and conducts security reviews for installed systems or networks. Establishes risk-management procedures and ensures that risk-management techniques are applied. Incumbent addresses complex cybersecurity issues for IT systems and leads the implementation of cybersecurity programs designed to anticipate, assess, and minimize system vulnerabilities.

Qualification Requirements:

GS-12 and above: Requires one (1) year of *specialized* experience equivalent to at least the next lower grade level in the occupation. Federal employees must also meet time-in-grade requirements.

Specialized Experience:

Experience that has equipped the applicant with the particular knowledge, skills, and abilities to successfully perform the duties of the position and that is typically in or related to the work of the position to be filled. To be creditable, specialized experience must have been equivalent to at least the next lower grade level in the normal line of progression for the occupation.

GS-12 and above: Experience that demonstrated accomplishment of computer project assignments that required a wide range of knowledge of computer requirements and techniques pertinent to the position to be filled. This knowledge is generally demonstrated by assignments where the applicant analyzed a number of alternative approaches concerning major aspects of automated data processing system design such as what system interrelationships, operating mode, system software, and/or equipment configuration is most appropriate for a given project.

Knowledge, Skills, Abilities, and Other Characteristics (KSAOCs):

Applicants who meet the qualification requirements above will be further evaluated to determine the extent to which their education, work experience, and training indicate they possess the KSAOCs required to perform the duties and responsibilities of the position. Describe experience (paid or unpaid), education, training, and self-development as related to the KSAOCs. **Please limit responses to one to two pages per KSAOC.**

- 1. Mastery knowledge of and the skill to apply advanced IT security principles, concepts, methods, standards, and practices to: (1) develop and interpret policies, procedures, and strategies governing the planning and delivery of services; (2) provide expert technical advice, guidance, and recommendations to management and other technical specialists; (3) apply new developments to previously unsolvable problems; and (4) make decisions or recommendations that significantly influence important agency IT policies or programs.**
- 2. Demonstrated ability to design, develop, and manage systems that meet current and future business requirements; apply and extend, enhance, or optimize the existing enterprise IT architecture; and communicate complex technical requirements to non-technical personnel.**
- 3. Excellent oral and written communication skills sufficient to influence or persuade employees and managers to accept and implement findings, advice, guidance, and recommendations in the technology specialty areas.**

The KSAOCs listed on this Vacancy Announcement have been identified as necessary for successful performance in the position for which you are applying. The information provided in the application will be used to evaluate your qualifications for this position.

APPLICANTS MUST ADDRESS EACH KSAOC SEPARATELY ON ITS OWN PAGE.

How You Will Be Evaluated:

You will be evaluated to determine if you meet the minimum qualifications required and on the extent to which your application shows that you possess the knowledge, skills, and abilities associated with this position as defined above. When describing your knowledge, skills, and abilities, please be sure to give examples and explain how often you used these skills, the complexity of the knowledge you possess, the level of the people you interacted with, and the sensitivity of the issues you handled, etc.

Pay, Benefits, and Work Schedule:

All federal employees are required by PL 104-134 to have federal payments made by Direct Deposit.

This position will be filled on a full-time permanent basis. Employees are required to serve a 2-year trial period in accordance with 5 CFR 752.401(c) (5).

In addition to competitive wages and excellent working conditions, NDIC offers a comprehensive package of benefits to federal employees.

Other Information:

This position is in the Excepted Service. It is excluded from provisions of the career transition assistance program.

There is no formal rating system for applying veterans' preference to appointments in the "excepted" service; however, NDIC considers veterans' preference eligibility as a positive hiring factor. External applicants eligible for veterans' preference are encouraged to include that information in their cover letter or resume and attach supporting documentation (e.g., the DD-214 or other substantiating documents) to their submissions.

Your Social Security Number (SSN) is requested under the authority of Executive Order 9397 to uniquely identify your records from those of other applicants who may have the same name. As allowed by law or Presidential directive, your SSN is used to seek information about you from employers, schools, banks, and others who may know you. Failure to provide your SSN on your application materials will result in your application not being processed.

Before being hired, you will be required to sign and certify the accuracy of the information in your application.

If you make a false statement in any part of your application, you may not be hired; you may be fired after you begin work; or you may be subject to fine, imprisonment, or other disciplinary action.

Employees who received a buyout and subsequently return to positions in federal agencies, whether by re-employment or contracts for personal services, are generally obligated to repay the full amount of the buyout to the agency that paid it.

Employment may be denied as a result of information of which the applicant is genuinely unaware or by an assessment that an applicant does not meet the agency's overall employment criteria. A negative employment determination by the agency is final, and normally no specific reasons regarding non-selection will be made.

Employment with NDIC is not a right upon which an applicant can insist. NDIC notifies all applicants, in writing, of the outcome of their application.

Appointments to NDIC are made by the Director.

Applicants must meet all qualification requirements at the time of application.

ALL EXPENSES INCURRED BY APPLYING FOR THIS POSITION WILL BE THE RESPONSIBILITY OF THE APPLICANT.

How to Apply:

Please submit the following documents to the address provided in this announcement:

1. An OF-612* form (Application for Federal Employment). Completed form should include the names and telephone numbers of current and former supervisors. Application must be typed or printed clearly in dark ink.
2. A narrative assessment of your qualifications in terms of the KSAOCs identified within this announcement.
3. A list of three references who are not related to you. At least two references should know your qualifications and fitness for the kind of job for which you are applying; one should know you well on a personal basis. The person's full name, telephone number(s) (including area code), and present business or home address are needed. **Providing this information constitutes permission to contact these references.**
4. A completed SF-181* form (Ethnicity and Race Identification). (Optional)
5. A completed and signed OF-306* form (Declaration for Federal Employment).
6. Current or prior federal employees must submit a copy of their most recent performance appraisal (must be within the past 15 months from the closing date of the announcement). Applicants unable to provide their most recent performance appraisal must provide written justification for its absence.
7. Current or prior federal employees applying for this position must submit a copy of their most recent SF-50 (Notification of Personnel Action) showing position title, series, and grade.

*The Optional and Standard Forms (OF-612, SF-181, and OF-306) are available in two formats on our website at www.usdoj.gov/ndic:

OF-612	<u>MS Word</u>	<u>PDF</u>
SF-181	<u>MS Word</u>	<u>PDF</u>
OF-306	<u>MS Word</u>	<u>PDF</u>

Please note that these forms **must be completed in MS Word** format if you wish to submit your application package electronically. These forms can also be downloaded from the following website:
www.opm.gov/forms.

APPLICATIONS LACKING ANY/ALL OF THE INFORMATION LISTED IN THE "HOW TO APPLY" SECTION OF THIS VACANCY ANNOUNCEMENT WILL BE DISQUALIFIED.

Failure to submit all required documents and information requested by the closing date of this announcement will result in your not receiving full consideration. Missing information will not be requested. Applicants' qualifications will be evaluated solely on the information submitted in their applications. Materials submitted as part of your application will not be returned.

Please do not submit your application package in a notebook or binder with extraneous information. Documents should not be stapled or paper clipped. Applicants should provide sufficient information to enable the Human Resources Unit (HRU) to properly evaluate your application against the Qualification Standards, time-in-grade, and/or time after competitive appointment restrictions.

For additional information about this position, please contact:

Ms. Diane Vitko
Human Resources Specialist
(814) 532-4676
NDIC.Jobs@usdoj.gov

Submission Options

Once your employment package is completed, there are several different ways of sending it to HRU at NDIC. Please note that only employment related correspondence will be accepted.

The submission methods include:

Postal Mail:	National Drug Intelligence Center ATTN: HRU #268-ND-08 319 Washington Street, 5th Floor Johnstown, PA 15901-1622
Unclassified Fax:	Required information faxed to: (814) 532-5809 Attention: HRU #268-ND-08
Electronic Mail:	Application packages consisting of Microsoft Word documents and scanned file attachments may be sent via e-mail to: NDIC.Jobs@usdoj.gov .
Internal applicants:	Submit applications to HRU by 5 p.m. on the closing date.

Applicants choosing fax or electronic mail must send their entire application package in one transmission by NDIC's closing time of 5 p.m. on the closing date of this announcement. Partial or incomplete applications using any submission method will not be considered.

Mailed applications will not be accepted received after 5 p.m. on the closing date.

Internal applications must be received by close of business on the closing date to receive consideration.

NDIC is a secured facility. No applications will be accepted at the guard station.

NDIC is an Equal Opportunity Employer. Except where otherwise provided by law, there will be no discrimination because of color, race, religion, national origin, politics, marital status, disability, age, sex, sexual orientation, status as a parent, membership or non-membership in an employee organization, or on the basis of personal favoritism.

NDIC welcomes and encourages applications from persons with disabilities and will reasonably accommodate the needs of those persons. The Center is firmly committed to satisfying its affirmative obligations under the Rehabilitation Act of 1973 to ensure that persons with disabilities have every opportunity to be hired and advanced on the basis of merit within NDIC. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.

NOTE: This Excepted Service position will be filled under the NDIC Schedule A appointing authority. A successful candidate currently employed by another federal agency will be converted to the NDIC appointment from their current employing agency.

What To Expect Next:

You will be notified by mail upon receipt of your application and again once selection(s) are made.